The Regions: wider skills

Dr Jane Ward

NIACE Senior Programme Director

niace

promoting adult learning

Themes

- Learning and skills a prominent response to the recession
- Mixed employer adoption of training
- Increase in the demand for training and tailored provision
- Information, advice and guidance
- More focus on re-skilling than up-skilling
- volunteering

niace
promoting adult learning

Themes

- Change in the profile of the unemployed
- Challenges balancing responding to the newly employed with the adults long term out of the labour market.
- Challenges balancing short term responses with longer term planning and skilling for recovery
- ‘Green’ economy

niace
promoting adult learning

Problems with the system

- Simplistic notions of demand led training
- Inadequate volume
- Narrow views of learning for work
- Work environments to reinforce learning
- Employers and employees still insufficient awareness of the benefits of training
- Inequality of access to training but insufficient sense of how to develop a collective culture to address the problem

niace
promoting adult learning

Learning culture

- **A more equal society?**
- **Three capitals**
  - Human
  - Social
  - Identity
- **Wider benefits**
  - Employment
  - Unemployment
  - community

niace
promoting adult learning

Approaches

- Information, Advice and Guidance
- Entitlements
- Credit and qualifications
- Paid learning leave
- Content

niace
promoting adult learning

Skills for Life

- Moser 10 year on
- Gains but we are not there yet
- Rising demand for literacy and numeracy
- Meeting ESOL demand
- ESOL for employability
- ESOL in the workplace
- Digital access

niace
promoting adult learning

Gender

- **Gender gaps in skills, occupations, promotion, pay, and access to training**
- **Adequacy of gender neutral responses?**
- **Responses**
  - Focused IAG
  - Flexible programmes
  - Accessible times and venues
  - Raise aspirations, build self esteem
  - Access routes to non traditional occupations

niace
promoting adult learning